

Tribal Types Tool™

Directions

Name: _____

- 🌀 Write the name of the person who you are assessing at the top.
- 🌀 Read through the list of 18 descriptors under each Type.
- 🌀 Circle the words or phrases that best describe the person you are assessing.
- 🌀 Write the number of circles for each Type in the space labeled "Total."

Achiever

TOTAL

___ /18

FOCUS

Achievement
Results
Ideas
Action
Awards
Quick

OBSERVED

Results oriented
Need to achieve
Many priorities
Completion
Recognition
May miss details

WORDS USED

Time
Bottom-line
When?
Net
Make it quick
Now

TOTAL

___ /18

Expresser

FOCUS

Stories
Approval
People
Emotions
Sharing
Outward

OBSERVED

Verbal
Ask oriented
Social
More talking than action
Need to be with others
Appearances matter

WORDS USED

I feel
Like
Happy
Great
Awesome
What do others say?

Commander

FOCUS

Data
Methods
Accuracy
Control
Inward
Facts

OBSERVED

Order
Analytical
Need for hard facts
Tell oriented
Guarded emotions
Assesses/Analyzes

WORDS USED

Review
Think
Compare
How do you know?
Research shows
Why?

Reflector

FOCUS

Details
People
Information
Safety
Security
Internal

OBSERVED

Precise
Involve others
Need for details
Consistency
Prefers tried & true
Careful word choice

WORDS USED

How?
Process
I feel
Don't want to rush
Are you sure?
Who else?

TOTAL

___ /18

TOTAL

___ /18